

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION  
SEPTEMBER 10, 2105**

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER  
IN RE DEMETRIS DONNELL FORD, PLSB CASE NO. 15-124**

At its regular meeting on September 10, 2015, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (“Ethics Subcommittee”) for disciplinary action against the teaching license of Demetris Donnell Ford (“Educator Ford”). Based upon Educator Ford’s consent to the Ethics Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedures Act, Ark. Code Ann. § 25-15-101 et seq., the Board hereby states as follows:

**I. Findings of Fact:**

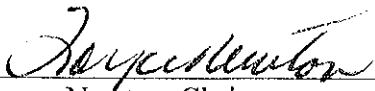
- a. The Arkansas Department of Education issued Educator Ford a standard five-year teaching license on January 1, 2012, valid until December 31, 2016.
- b. The Ethics Subcommittee received an allegation that Educator Ford violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (“Code of Ethics”) promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On April 3, 2015, the Ethics Subcommittee authorized an investigation into the allegation that Educator Ford violated Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.
- d. On April 13, 2015, Educator Ford was notified of the Ethics Subcommittee’s authorization to investigate the allegation.

- e. On July 10, 2015, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found that Educator Ford violated Standard 1 when he:
- Used a racial slur, "You gonna make the preacher go 'nigga' on you", in front of a student(s).
- The Ethics Subcommittee recommended that the Board issue a written warning.
- f. On July 16, 2015, Educator Ford was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. On July 21, 2015, Educator Ford accepted the Ethics Subcommittee's recommendation, thereby waiving his right to any further notice, hearing, and any other rights he might have under the Administrative Procedure Act including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- h. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

## **II. Conclusions of Law:**

- a. Upon consideration of the evidence presented at the meeting and pursuant to Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Code of Ethics, the Board adopts the recommendations of the Ethics Subcommittee.
- b. Accordingly, the Board admonishes Educator Ford for his violation of the Code of Ethics and issues a written warning.
- c. Educator Ford is cautioned that further violations of the Code of Ethics may result in more severe discipline, including permanent revocation of his license.
- d. This order shall remain permanently in Educator Ford's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Toyce Newton, Chair  
Arkansas State Board of Education